

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
VA-Wide

29 CFR §1614.704(a) - ©	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Number of Complaints Filed in FY 1614.704(a)	2232	2199	2369	2347	2047	506
Number of Complainants 1614.704(b)	2051	2083	2198	2165	1934	503
Repeat Filers 1614.704(c)	137	116	147	154	99	3

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Race	1679	1566	873	873	721	190
Color	103	130	67	71	55	20
Religion	147	121	58	83	73	7
Reprisal	1746	1767	869	923	865	181
Sex	1152	1153	609	607	530	152
National Origin	308	347	187	207	166	36
Equal Pay Act	8	12	6	9	11	5
Age	1142	1042	590	578	494	112
Disability	1040	1219	659	666	586	142
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Appointment/Hire	145	79	108	115	66	9
Assignment of Duties	139	154	131	128	101	27
Awards	24	32	18	20	18	2
Conversion to Full-time	2	1	1	1	0	1
Disciplinary Action	365	342	350	410	305	82
Demotion	17	11	15	23	15	1
Reprimand	51	59	57	59	58	11
Suspension	96	87	103	121	101	25
Removal	68	56	69	66	43	13
Other	133	129	106	141	88	32
Duty Hours	58	65	30	53	49	11
Evaluation Appraisal	95	146	171	182	161	30
Examination/Test	3	2	0	1	0	1
Harassment	1780	1734	1101	1175	1058	251
Non-Sexual	1672	1661	1019	1111	984	228
Sexual	108	73	82	64	74	23
Medical Examination	8	14	6	9	7	1
Pay (Including Overtime)	68	87	97	75	100	17
Promotion/Non-Selection	468	440	393	423	343	86
Reassignment	78	88	77	80	77	14
Denied						
Directed						
Reasonable Accommodation	113	131	172	170	186	50
Reinstatement	4	3	1	0	0	0
Retirement	24	30	31	24	22	6
Termination	289	273	225	174	130	56
Terms/Conditions of Employment	68	48	44	8	33	11
Time and Attendance	175	171	153	170	153	46
Training	60	63	69	72	49	7
Other	485	411	311	317	237	50

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	2014	
		2009		2010		2011		2012		2013			
All complaints pending in Investigative Stage	1614.704	510	101	571	116.5	564	114.9	751	124.6	818	158.2	745	149.1
All complaints pending in Final Agency Action Stage	(f) (1)	277	448.5	268	500.6	317	503.3	290	511.6	213	535.3	226	524.9
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	267	407.7	261	483.7	301	472.6	276	494.7	197	507.0	215	505.9
Time in Investigation Stage		267	173.8	261	181.5	301	180.3	276	168.3	197	207.2	215	223.6
Time to issue Final Agency Action		425	75	506	*120	465	*125	527	*181	515	125	133	138
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1248	493	1367	554.3	1435	592.4	1521	622.2	1683	714.7	1759	724.0
Time in Investigation Stage		1248	184	1367	181.8	1435	183.0	1521	183.2	1683	201.8	1759	209.6
Time to issue Final Agency Action		322	14	365	14	439	15	399	13	320	14	93	18
* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 19 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 108 days.													

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	485	418	556	423	345	79
Average days pending prior to dismissal	53.5	48.7	49.3	57.3	61.4	66.6

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2014
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total Complaints Withdrawn by Complainants	184	178	203	222	62	502

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	22	100	33	100	33	100%	41	100%	36	100%	8	100%
Without Hearing 704(h)(2)	6	27%	10	30%	10	30%	15	37%	20	56%	2	25%
With Hearing 704(h)(3)	16	73%	23	70%	23	70%	26	63%	16	44%	6	75%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	22	100	33	100%	33	100%	41	100%	36	100%	8	100%
Race	2	9%	6	18%	3	9%	3	7%	4	11%	1	13%
Color			1	3%	1	3%	1	2%				
Religion			0	0%	1	3%			2	6%		
Reprisal	9	41%	14	42%	14	42%	15	37%	13	36%	5	63%
Sex			8	24%	6	18%	10	24%	7	19%	1	13%
National Origin			2	6%					2	6%		
Equal Pay Act			0	0%								
Age	4	18%	5	15%	2	6%	3	7%	1	3%	1	13%
Disability	8	36%	7	21%	11	33%	19	46%	9	25%	2	25%
Non-EEO			0	0%								

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	16	73%	23	70%	23	70%	26	63%	16	44%	6	75%
Race	2	100%	5	83%	3	100%	2	67%	2	50%	1	100%
Color			1	100%	1	100%	1	100%				
Religion			0	0%					1	50%		
Reprisal	8	89%	8	57%	11	79%	12	75%	5	38%	3	60%
Sex	1	50%	4	50%	5	83%	7	70%	4	57%	1	100%
National Origin			2	100%					1	50%		
Equal Pay Act			0	0%								
Age	4	100%	4	80%	2	100%	2	67%	1	100%	1	100%
Disability	4	50%	5	71%	4	36%	13	62%	2	22%	1	50%
Non-EEO			0	0%								

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Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	6	27%	33	100%	33	100%	41	100%	36	100%	8	100%
Number Findings Rendered Without Hearing 704(j)(2)			10	30%	10	70%	15	37%	20	56%	2	25%
Race			1	17%			1	33%	2	50%		
Color			0	0%								
Religion			0	0%	1	100%			1	50%		
Reprisal	1	11%	6	43%	3	21%	4	25%	8	62%	2	40%
Sex	1	50%	4	50%	1	17%	3	30%	3	43%		
National Origin			0	0%					1	50%		
Equal Pay Act			0	0%								
Age			1	20%			1	33%				
Disability	4	50%	2	29%	7	64%	8	38%	7	78%	1	50%
Non-EEO			0	0%								

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22	100%	33	100%	33	100%	41	100%	36	100%	8	100%
Appointment/Hire	1	5%	1	3%			2	5%	1	3%		
Assignment of Duties	1	5%	3	9%	2	6%	1	2%	1	3%		
Awards			1	3%	1	3%	1	2%			1	13%
Conversion to Full-time			0	0%	1	3%						
Disciplinary Action			0	0%					2	6%		
Demotion			0	0%	1	3%						
Reprimand			0	0%			1	2%				
Suspension			3	9%	5	15%			1	3%		
Removal			0	0%			1	2%	1	3%		
Other			0	0%	1	3%	1	2%				
Duty Hours			0	0%					1	3%	1	13%
Evaluation Appraisal			2	6%	2	6%	2	5%	1	3%	1	13%
Examination/Test			0	0%								
Harassment			0	0%					12	33%		
Non-Sexual	1	5%	5	15%	4	12%	6	15%	6	17%	2	25%
Sexual	2	9%	4	12%	3	9%	4	10%	6	17%		
Medical Examination	1	5%	0	0%	2	6%	1	2%				
Pay (Including Overtime)			0	0%	1	3%			2	6%		
Promotion/Non-Selection	6	27%	12	36%	6	18%	8	20%	3	8%	1	13%
Reassignment			0	0%					1	3%	1	13%
Denied			1	3%					1	3%		
Directed			1	3%			2	5%			1	13%
Reasonable Accommodation	2	9%	3	9%	8	24%	10	24%	10	28%	2	25%
Reinstatement			1	3%								
Retirement			0	0%								
Termination	1	5%	4	12%	3	9%	2	5%	4	11%	3	38%
Terms/Conditions of Employment			1	3%								
Time and Attendance	1	5%	1	3%	2	6%	2	5%			1	13%
Training	1	5%	0	0%								
Other	5	23%	8	24%	4	12%	7	17%	4	11%	1	13%

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	16	73%	23	100%	23	70%	26	63%	36	100%	6	75%
Appointment/Hire			1	100%					1	100%		
Assignment of Duties	1	100%	3	100%	1	50%	1	100%				
Awards			1	100%	1	100%	1	100%			1	100%
Conversion to Full-time			0	0%	1	100%						
Disciplinary Action			0	0%					2	100%		
Demotion			0	0	1	100%						
Reprimand			0	0%			1	100%				
Suspension			2	67%	4	80%			1	100%		
Removal			0	0%			1	100%	1	100%		
Other			0	0%	1	100%						
Duty Hours			0	0%					1	100%	1	100%
Evaluation Appraisal			2	100%	2	100%	2	100%			1	100%
Examination/Test			0	0%								
Harassment			0	0%					5	42%		
Non-Sexual			2	40%	3	75%	5	83%	2	33%	2	100%
Sexual	1	50%	0	0%	2	67%	2	50%	3	50%		
Medical Examination			0	0%	1	50%	1	100%				
Pay (Including Overtime)			0	0%					2	100%		
Promotion/Non-Selection	6	100%	12	100%	6	100%	6	75%	3	100%	1	100%
Reassignment			0	0%								
Denied			1	100								
Directed			0	0%			1	50%				
Reasonable Accommodation			1	33%	3	38%	4	40%	2	20%	1	50%
Reinstatement			1	100%								
Retirement			0	0%								
Termination	1	100%	0	0%	2	67%	1	50%	3	75%	2	67%
Terms/Conditions of Employment			1	25%								
Time and Attendance	1	100%	1	100%	2	100%	2	100%			1	100%
Training	1	100%	0	0%								
Other	5	83%	5	63%	2	50%	4	57%	1	25%		

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22		33	100%	33	100%	41	100%	36	100%	8	100%
Findings Without Hearing 704(k)(2)	6	27%	10	30%	10	30%	15	37%	20	56%	2	25%
Appointment/Hire	1	100%	0	0%			2	100%				
Assignment of Duties			0	0%	1	50%			1	100%		
Awards			0	0%								
Conversion to Full-time			0	0%								
Disciplinary Action			0	0%								
Demotion			0	0%								
Reprimand			0	0%								
Suspension			1	33%	1	20%						
Removal			0	0%								
Other			0	0%			1	100%				
Duty Hours			0	0%								
Evaluation Appraisal			0	0%					1	100%		
Examination/Test			0	0%								
Harassment			0	0%					7	58%		
Non-Sexual			3	60%	1	25%	1	17%	4	67%		
Sexual	1	50%	4	100%	1	33%	2	50%	3	50%		
Medical Examination	1	100%	0	0%	1	50%						
Pay (Including Overtime)			0	0%	1	100%						
Promotion/Non-Selection			0	0%			2	25%				
Reassignment			0	0%					1	100%	1	100%
Denied			0	0%								
Directed			1	100%			1	50%	1	100%	1	100%
Reasonable Accommodation	2	100%	2	67%	5	63%	6	60%	8	80%	1	50%
Reinstatement			0	0%								
Retirement			0	0%								
Termination			0	0%	1	33%	1	50%	1	25%	1	33%
Terms/Conditions of Employment			3	75%								
Time and Attendance			0	0%								
Training			0	0%								
Other	1	17%	3	37%	2	50%	3	43%	3	75%	1	100%

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years 704(l)(1)	862	1079	1203	1325	1590	2792
Total Complainants 704(l)(2)	783	969	1078	113	1403	2452
Number complaints pending: 704(l)(3)						
Investigation	4	2	2	7	3	490
ROI issued, pending Complainant's action	10	7	7	9	6	188
Hearing	706	892	946	1056	1353	1757
Final Agency Action	119	132	157	134	111	225
Appeal with EEOC Office of Federal Operations	23	46	91	119	116	131

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Number Pending Completion of Investigation	508	571	565	750	817	744
Pending Investigations Over Required Time Frames	14	24	15	45	180	156